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ABSTRACT

This document presents data on salaries of deans in U.S. undergraduate and graduate nursing programs in 17 tables. Data are based on a 1998 survey of 541 public and private universities and four-year colleges. Introductory information includes definitions of terms used in the survey, Carnegie classification definitions, a description of the survey methodology, and a summary of characteristics of participating institutions. The report presents salary percentiles on a calendar year basis by numerous respondent characteristics including title, highest earned degree, academic rank, tenure status, and years in current deanship. Highlights of the data identified include: (1) the mean calendar year salaries for 1998-1999 were \$89,903 for deans (N=415) of schools belonging to the American Association of Colleges of Nursing, \$63,263 for non-member deans (n=62), a 5.3 increase for member deans and a 4.1 percent increase for nonmember deans above the 1997-1998 mean salaries; and (2) the mean and median number of years in the current deanship was 7.0 and 6.0 years, respectively, with 367 deans (73.5 percent) in their first deanship and 132 (26.5 percent) reporting previous deanships. A list of institutions that provided deans' salary data are appended. (DB)

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1998-1999

SALARIES OF DEANS

in Baccalaureate and Graduate
Programs in Nursing

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American Association of Colleges of Nursing

1998-1999

SALARIES OF DEANS

IN

Baccalaureate and Graduate Programs in Nursing

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Carnegie Classification Definitions

Baccalaureate (Liberal Arts) Colleges I: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degrees programs. They are selective in admissions and award 40 per cent or more of their baccalaureate degrees in liberal arts fields.

Baccalaureate (Liberal Arts) Colleges II: These institutions are primarily undergraduate colleges with major emphasis on baccalaureate degrees programs. They are less selective in admissions or they award less than 40 per cent of their baccalaureate degrees in liberal arts fields.

Doctoral Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more academic disciplines.

Doctoral Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually at least 10 doctoral degrees-in three or more disciplines-or 20 or more doctoral degrees in one or more disciplines.

Master's (Comprehensive) Universities and Colleges I: These institutions offer a full range of baccalaureate programs and are committed to graduate education through the master's degree. They award 40 or more master's degrees annually in three or more disciplines.

Master's (Comprehensive) Universities and Colleges II: These institutions offer a full range of baccalaureate programs and are committed to graduate education through the master's degree. They award 20 or more master's degrees annually in one or more disciplines.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually at least \$40 million or more in federal support.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between \$15.5 million and \$40 million in federal support.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the baccalaureate to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a specialized field.

Medical schools and medical centers: These institutions award most of their professional degrees in medicine. In some instances, their programs include other health professional schools, such as dentistry, pharmacy, or nursing.

Other separate health profession schools: Institutions in this category award most of their degrees in such fields as chiropractic, nursing, pharmacy, or podiatry.

Other specialized institutions: Institutions in this category include graduate centers, maritime academies, military institutes, and institutions that do not fit any other classification category.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education*, 1994 Edition, 1994, Princeton University Press, Lawrenceville, New Jersey.

INTRODUCTION

The American Association of Colleges of Nursing (AACN) was established in 1969 to answer the need for a national organization dedicated exclusively to furthering nursing education in America's universities and four-year colleges. Representing nursing education programs at 535 public and private universities and four-year colleges, AACN serves the public interest by assisting deans and directors to improve and advance nursing education, research, and practice.

The *1998-1999 Salaries of Deans in Baccalaureate and Graduate Programs in Nursing* is designed to provide the most comprehensive and up-to-date salary data available for deans. Now in its 21st year of publication, this benchmarking resource presents salary percentiles on a calendar year basis by numerous respondent characteristics including title, highest earned degree, academic rank, tenure status, and years in current deanship. Percentile salaries also are presented by geographic region, institutional control, university, four-year college, academic health center affiliation, description of the nursing program, Carnegie classification, number of full-time faculty, and type of degree awarded.

SURVEY METHODOLOGY

The deans' survey instrument was designed to gather information on salaries and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity. Survey forms were mailed to 665 baccalaureate and higher degree programs in nursing on September 4, 1998. Partial or complete responses were received from 541 institutions by February 22, 1999.

To ensure the privacy of data collected by AACN, any information that would divulge any monetary figures related to individual salaries or identify individual deans is classified as restricted. To further protect the confidentiality of salary data, only the 25th, 50th, and 75th percentile salaries are reported in tables where there are six to nine cases in a cell.

DEFINITION OF TERMS AND GENERAL CONSIDERATIONS

Dean:

The term "dean" is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.

Salary:

Current fiscal-year, gross salary rounded to the nearest dollar.

Salary Basis:

Academic (9- or 10-month contract) or calendar (11- or 12-month contract).

Conversion of Salaries:

All deans' salaries are reported on a calendar year basis. Salaries reported on an academic basis are multiplied by eleven-ninths (11/9). This conversion permits the salaries of all deans to appear in all tables.

Percentiles:

Values that divide a distribution of ordered data into 100 equal parts.

CHARACTERISTICS OF PARTICIPATING INSTITUTIONS

Of the 665 dean's survey forms mailed, 541 questionnaires (469 member and 72 nonmember) were returned, yielding an overall response rate of 81.3 percent. The response rate for member schools was 87.7 percent; for nonmember schools the rate was 55.4 percent. Of the 541 respondents, 42 schools (39 member and 3 nonmember) reported acting or interim deans. These individuals were excluded from the analysis of deans' salaries and related information. Table 1 presents the institutional characteristics of responding deans and Table 2 presents selected characteristics of the deans. The salaries analysis was limited to 477 institutions reporting salary and salary basis data; the list of these institutions may be found in Appendix A.

Questions about the deans' survey in general, or requests for more specific data to meet the needs of individual institutions through AACN's customized report service, should be directed to Dr. Linda E. Berlin at (202) 463-6930 x225, or via e-mail to lberlin@aacn.nche.edu

HIGHLIGHTS

- ◆ The mean calendar year salaries for 1998-1999 were \$89,903 for member deans (N=415), and \$63,263 for nonmember deans (N=62). These salaries represent a 5.3 percent increase for member deans and a 4.1 percent increase for nonmember deans above the 1997-1998 mean salaries.
- ◆ The mean and median number of years in the current deanship was 7.0 and 6.0 years, respectively. Three hundred sixty-seven deans (73.5%) were in their first deanship, while 132 (26.5%) reported holding previous deanships (Table 2).

Table 1. Institutional Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=430) (%)	NONMEMBER NUMBER	(N=69) (%)	TOTAL NUMBER	(N=499) (%)
Region						
North Atlantic	113	(26.3)	14	(20.3)	127	(25.4)
Midwest	125	(29.1)	20	(29.0)	145	(29.1)
South	142	(33.0)	25	(36.2)	167	(33.5)
West	50	(11.6)	10	(14.5)	60	(12.0)
Type of Institution						
Public	224	(52.1)	32	(46.4)	256	(51.3)
Private Secular	75	(17.4)	8	(11.6)	83	(16.6)
Private Religious	126	(29.3)	29	(42.0)	155	(31.1)
Consortium	5	(1.2)	0	(0.0)	5	(1.0)
Parent Institution						
University	300	(69.8)	34	(49.3)	334	(66.9)
Four-Year College	126	(29.3)	34	(49.3)	160	(32.1)
Other	4	(0.9)	1	(1.4)	5	(1.0)
Description of Program						
Autonomous	204	(47.5)	10	(14.5)	214	(42.9)
Department/Division	209	(48.6)	56	(81.2)	265	(53.1)
Freestanding	13	(3.0)	1	(1.4)	14	(2.8)
Other	4	(0.9)	2	(2.9)	6	(1.2)
Part of Academic Health Center						
Yes	78	(18.1)	0	(0.0)	78	(15.6)
No	352	(81.9)	69	(100.0)	421	(84.4)
Carnegie Classification						
Master's I	169	(39.3)	30	(43.5)	199	(39.9)
Master's II	32	(7.5)	4	(5.8)	36	(7.2)
Doctoral I	19	(4.4)	0	(0.0)	19	(3.8)
Doctoral II	29	(6.8)	0	(0.0)	29	(5.8)
Baccalaureate I	6	(1.4)	2	(2.9)	8	(1.6)
Baccalaureate II	69	(16.0)	28	(40.6)	97	(19.5)
Research I	45	(10.5)	0	(0.0)	45	(9.0)
Research II	16	(3.7)	0	(0.0)	16	(3.2)
Specialized:						
Medical Schools/ Medical Centers	23	(5.3)	0	(0.0)	23	(4.6)
Other Health Professions Schools	15	(3.5)	0	(0.0)	15	(3.0)
Other	3	(0.7)	2	(2.9)	5	(1.0)
No Carnegie Code	4	(0.9)	3	(4.3)	7	(1.4)

Table 2. Selected Deans' Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=430) (%)	NONMEMBER NUMBER	(N=69) (%)	TOTAL NUMBER	(N=499) (%)
Title						
Dean	218	(50.7)	9	(13.0)	227	(45.5)
Chair	135	(31.4)	40	(58.0)	175	(35.1)
Director	49	(11.4)	13	(18.9)	62	(12.4)
Head	13	(3.0)	4	(5.8)	17	(3.4)
Coordinator	3	(0.7)	1	(1.4)	4	(0.8)
Other	12	(2.8)	2	(2.9)	14	(2.8)
Additional Administrative Title						
Yes	79	(18.4)	10	(14.5)	89	(17.8)
No	351	(81.6)	59	(85.5)	410	(82.2)
Rank						
Professor	301	(70.0)	31	(45.0)	332	(66.5)
Associate Professor	98	(22.8)	29	(42.0)	127	(25.5)
Assistant Professor	20	(4.7)	6	(8.7)	26	(5.2)
Instructor	1	(0.2)	1	(1.4)	2	(0.4)
No Rank	10	(2.3)	2	(2.9)	12	(2.4)
Highest Degree in Nursing						
Baccalaureate	3	(0.7)	1	(1.5)	4	(0.8)
Master's	233	(54.3)	34	(50.0)	267	(53.7)
DNS, DSN, DNSc, DN	54	(12.6)	9	(13.2)	63	(12.7)
PhD	107	(24.9)	24	(35.3)	131	(26.4)
EdD	30	(7.0)	0	(0.0)	30	(6.0)
Other	2	(0.5)	0	(0.0)	2	(0.4)
Not Reported	(1)		(1)		(2)	
Highest Degree Overall						
Master's	14	(3.3)	8	(11.6)	22	(4.4)
DNS, DSN, DNSc, DN	54	(12.6)	9	(13.0)	63	(12.6)
EdD (in nursing)	31	(7.2)	0	(0.0)	31	(6.2)
EdD	66	(15.3)	14	(20.3)	80	(16.0)
PhD	257	(59.7)	36	(52.2)	293	(58.8)
DPH, DrPH	5	(1.2)	0	(0.0)	5	(1.0)
Other	3	(0.7)	2	(2.9)	5	(1.0)
Level of Teaching						
Baccalaureate	139	(32.3)	57	(82.6)	196	(39.3)
Master's	36	(8.4)	0	(0.0)	36	(7.2)
Doctoral	6	(1.4)	0	(0.0)	6	(1.2)
Baccalaureate and Master's	133	(30.9)	6	(8.7)	139	(27.9)
Baccalaureate and Doctoral	1	(0.2)	0	(0.0)	1	(0.2)
Master's and Doctoral	8	(1.9)	0	(0.0)	8	(1.6)
Baccalaureate, Master's, and Doctoral	33	(7.7)	0	(0.0)	33	(6.6)
Does Not Teach	74	(17.2)	6	(8.7)	80	(16.0)
Area of Teaching						
Clinical	3	(0.7)	0	(0.0)	3	(0.6)
Classroom	266	(62.2)	37	(53.6)	303	(61.0)
Both	84	(19.6)	26	(37.7)	110	(22.1)
Does Not Teach	75	(17.5)	6	(8.7)	81	(16.3)
Not Reported	(2)				(2)	

Table 2, continued. Selected Deans' Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=430) (%)	NONMEMBER NUMBER	(N=69) (%)	TOTAL NUMBER	(N=499) (%)
Salary Basis						
Academic Year	74	(17.2)	29	(42.0)	103	(20.6)
Calendar Year	356	(82.8)	40	(58.0)	396	(79.4)
Tenure Status						
Tenured	305	(71.1)	45	(65.2)	350	(70.3)
Tenure Track, Not Tenured	41	(9.5)	11	(15.9)	52	(10.4)
Nontenure Track	30	(7.0)	4	(5.8)	34	(6.8)
No Tenure System	53	(12.4)	9	(13.1)	62	(12.5)
Not Reported	{1}				{1}	
Gender						
Female	422	(98.1)	66	(95.7)	488	(97.8)
Male	8	(1.9)	3	(4.3)	11	(2.2)
Race/Ethnicity						
White	397	(92.8)	64	(92.8)	461	(92.8)
Black	23	(5.4)	4	(5.8)	27	(5.4)
Hispanic	3	(0.7)	1	(1.4)	4	(0.8)
American Indian or Alaskan Native	4	(0.9)	0	(0.0)	4	(0.8)
Asian or Pacific Islander	1	(0.2)	0	(0.0)	1	(0.2)
Not Reported	{2}				{2}	
Age						
< 45	22	(5.4)	6	(8.9)	28	(5.9)
45 - 54	186	(45.6)	32	(47.8)	218	(45.9)
55 - 64	182	(44.6)	25	(37.3)	207	(43.6)
≥ 65	18	(4.4)	4	(6.0)	22	(4.6)
Not Reported	{22}		{2}		{24}	
Years in Current Deanship						
< 1 year	59	(13.8)	12	(17.7)	71	(14.3)
1 - 2 years	70	(16.4)	13	(19.1)	83	(16.8)
3 - 5 years	99	(23.2)	18	(26.5)	117	(23.6)
6 - 9 years	103	(24.1)	9	(13.2)	112	(22.6)
10 - 15 years	71	(16.6)	12	(17.6)	83	(16.8)
> 15 years	25	(5.9)	4	(5.9)	29	(5.9)
Not Reported	{3}		{1}		{4}	
Respondents in First Deanship (N=308, Valid N=281)						
< 1 year	19	(6.7)	4	(7.7)	23	(6.9)
1 - 2 years	50	(17.8)	11	(21.1)	61	(18.3)
3 - 5 years	74	(26.3)	16	(30.8)	90	(27.0)
6 - 9 years	71	(25.3)	9	(17.3)	80	(24.0)
10 - 15 years	46	(16.4)	8	(15.4)	54	(16.3)
> 15 years	21	(7.5)	4	(7.7)	25	(7.5)
Not Reported	{27}		{7}		{34}	
Years in Previous Deanship (N=122, Valid N=120)						
< 1 year	4	(3.3)	0	(0.0)	4	(3.1)
1 - 2 years	13	(10.8)	2	(20.0)	15	(11.5)
3 - 5 years	37	(30.9)	2	(20.0)	39	(30.0)
6 - 9 years	35	(29.2)	4	(40.0)	39	(30.0)
10 - 15 years	24	(20.0)	2	(20.0)	26	(20.0)
> 15 years	7	(5.8)	0	(0.0)	7	(5.4)
Not Reported	{2}				{2}	

Table 3. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status.

Years	Valid N	10th	25th	50th	75th	90th
Member:						
<1 yr.	58	\$57,847	\$65,000	\$72,750	\$85,000	\$110,000
1-2 yrs.	68	\$59,644	\$67,169	\$79,203	\$112,200	\$139,596
3-5 yrs.	93	\$56,687	\$67,093	\$81,250	\$97,346	\$131,200
6-9 yrs.	101	\$62,700	\$69,911	\$85,000	\$108,223	\$133,000
10-15 yrs.	70	\$63,288	\$71,000	\$91,589	\$118,096	\$152,778
>15 yrs.	23	\$60,395	\$68,320	\$82,068	\$108,150	\$125,163
Nonmember:						
<1 yr.	9	.	\$48,889	\$56,222	\$75,650	.
1-2 yrs.	13	\$41,842	\$55,000	\$58,667	\$66,950	\$74,985
3-5 yrs.	17	\$47,667	\$55,931	\$61,111	\$73,000	\$85,000
6-9 yrs.	9	.	\$54,123	\$65,000	\$70,116	.
10-15 yrs.	11	\$54,407	\$56,222	\$63,000	\$72,231	\$73,333
>15 yrs.	3	.	.	.	.	.
Total:						
<1 yr.	67	\$55,000	\$63,408	\$72,500	\$83,076	\$109,397
1-2 yrs.	81	\$57,078	\$63,800	\$74,985	\$103,061	\$125,000
3-5 yrs.	110	\$55,716	\$63,556	\$79,722	\$93,021	\$122,121
6-9 yrs.	110	\$57,308	\$68,000	\$83,488	\$105,000	\$132,773
10-15 yrs.	81	\$59,883	\$70,000	\$79,894	\$113,900	\$150,000
>15 yrs.	26	\$59,889	\$68,320	\$80,756	\$107,000	\$125,163

Table 4. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status.

Region	Valid N	10th	25th	50th	75th	90th
Member:						
North Atlantic	106	\$59,644	\$67,039	\$79,853	\$104,349	\$125,000
Midwest	123	\$57,260	\$66,000	\$79,444	\$100,980	\$135,600
South	140	\$60,200	\$70,025	\$83,740	\$112,973	\$139,109
West	46	\$61,111	\$70,987	\$80,627	\$115,000	\$131,500
Nonmember:						
North Atlantic	11	\$54,123	\$55,031	\$63,556	\$74,985	\$75,650
Midwest	18	\$47,000	\$49,744	\$58,493	\$61,111	\$73,333
South	23	\$47,056	\$53,500	\$59,883	\$73,000	\$83,111
West	10	\$48,887	\$65,460	\$72,379	\$83,204	\$90,163
Total:						
North Atlantic	117	\$58,037	\$64,949	\$79,444	\$99,000	\$124,000
Midwest	141	\$54,550	\$62,333	\$73,100	\$94,253	\$131,200
South	163	\$56,687	\$66,692	\$80,004	\$108,223	\$132,546
West	56	\$60,395	\$69,966	\$79,519	\$97,308	\$126,500

Table 5. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status.

Type of Institution	Valid N	10th	25th	50th	75th	90th
Member:						
Public	223	\$67,209	\$78,250	\$93,000	\$118,450	\$143,785
Private Secular	74	\$57,078	\$64,801	\$75,596	\$101,000	\$135,000
Private Religious	118	\$54,550	\$60,000	\$69,633	\$79,000	\$103,061
Nonmember:						
Public	31	\$58,440	\$63,000	\$72,231	\$77,922	\$83,204
Private Secular	5					
Private Religious	26	\$44,111	\$48,278	\$55,015	\$58,350	\$61,111
Total:						
Public	254	\$65,000	\$74,985	\$87,075	\$115,000	\$140,595
Private Secular	79	\$56,500	\$63,800	\$75,582	\$97,115	\$135,000
Private Religious	144	\$52,262	\$57,130	\$66,086	\$76,175	\$97,500

Table 6. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or Four-Year College and Membership Status.

Institution	Valid N	10th	25th	50th	75th	90th
Member:						
University	290	\$63,637	\$72,000	\$88,940	\$118,096	\$144,393
Four-Year College	122	\$55,330	\$61,508	\$69,481	\$79,444	\$91,271
Nonmember:						
University	32	\$58,320	\$59,442	\$69,524	\$77,219	\$85,000
Four-Year College	29	\$44,111	\$48,889	\$55,031	\$60,000	\$74,985
Total:						
University	322	\$61,400	\$70,695	\$85,731	\$115,000	\$140,595
Four-Year College	151	\$52,556	\$57,387	\$67,000	\$78,250	\$89,500

Table 7. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center and Membership Status.

Academic Health Ctr.	Valid N	10th	25th	50th	75th	90th
Member:						
Yes	77	\$105,800	\$119,175	\$131,200	\$150,000	\$174,364
No	338	\$57,387	\$66,000	\$76,676	\$90,000	\$107,000
Nonmember:						
Yes	0					
No	62	\$47,056	\$55,000	\$60,556	\$73,333	\$82,176
Total:						
Yes	77	\$105,800	\$119,175	\$131,200	\$150,000	\$174,364
No	400	\$56,111	\$63,503	\$73,333	\$87,075	\$103,725

Table 8. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status.

Nursing Program	Valid N	10th	25th	50th	75th	90th
Member:						
Autonomous	196	\$71,475	\$82,234	\$102,811	\$127,650	\$150,000
Department/Division	202	\$56,687	\$62,783	\$70,000	\$80,000	\$94,967
Freestanding	13	\$62,700	\$65,500	\$82,576	\$90,000	\$112,861
Other	4	.	.	.	.	.
Nonmember:						
Autonomous	8	.	\$61,675	\$67,762	\$69,524	.
Department/Division	52	\$47,056	\$54,265	\$59,442	\$73,333	\$82,176
Freestanding	0	.	.	.	.	.
Other	2	.	.	.	.	.
Total:						
Autonomous	204	\$68,932	\$80,570	\$100,657	\$126,007	\$150,000
Department/Division	254	\$54,407	\$59,883	\$69,481	\$79,444	\$92,092
Freestanding	13	\$62,700	\$65,500	\$82,576	\$90,000	\$112,861
Other	6	.	\$70,000	\$78,600	\$101,000	.

Table 9. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Program Type and Membership Status.

Program Type	Valid N	10th	25th	50th	75th	90th
Member:						
Baccalaureate Only	142	\$55,000	\$62,000	\$68,100	\$81,250	\$95,198
Baccalaureate and Masters	207	\$63,408	\$71,000	\$82,000	\$98,000	\$118,000
Baccalaureate, Masters, and Doctoral	56	\$109,397	\$124,900	\$139,109	\$152,053	\$166,902
Graduate Only	5	.	.	.	.	.
Nonmember:						
Baccalaureate Only	54	\$47,000	\$54,123	\$58,833	\$70,695	\$76,516
Baccalaureate and Masters	8	.	\$72,087	\$78,160	\$81,088	.
Baccalaureate, Masters, and Doctoral	0	.	.	.	.	.
Graduate Only	0	.	.	.	.	.
Total:						
Baccalaureate Only	196	\$53,200	\$58,395	\$66,561	\$79,444	\$90,000
Baccalaureate and Masters	215	\$63,473	\$71,000	\$81,000	\$97,850	\$117,500
Baccalaureate, Masters, and Doctoral	56	\$109,397	\$124,900	\$139,109	\$152,053	\$166,902
Graduate Only	5	.	.	.	.	.

Table 10. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-Time Faculty and Membership Status.

Number of Faculty	Valid N	10th	25th	50th	75th	90th
Member:						
<10	140	\$54,775	\$61,754	\$68,263	\$79,444	\$86,695
11-20	125	\$60,024	\$68,444	\$78,000	\$88,856	\$105,800
21-30	61	\$76,596	\$81,000	\$98,000	\$113,900	\$125,000
31-40	27	\$88,323	\$91,000	\$121,311	\$131,600	\$155,000
41-60	42	\$100,800	\$113,200	\$130,438	\$147,893	\$174,364
>60	13	\$116,748	\$148,000	\$158,600	\$165,090	\$182,600
Nonmember:						
<10	48	\$45,000	\$53,812	\$58,553	\$71,848	\$78,398
11-20	10	\$59,942	\$68,574	\$70,408	\$77,922	\$84,735
21-30	2	.	.	.	.	.
31-40	0	.	.	.	.	.
41-60	0	.	.	.	.	.
>60	0	.	.	.	.	.
Total:						
<10	188	\$53,200	\$58,160	\$66,506	\$76,402	\$85,000
11-20	135	\$60,000	\$68,444	\$77,250	\$88,340	\$101,000
21-30	63	\$76,596	\$81,000	\$95,500	\$113,900	\$125,000
31-40	27	\$88,323	\$91,000	\$121,311	\$131,600	\$155,000
41-60	42	\$100,800	\$113,200	\$130,438	\$147,893	\$174,364
>60	13	\$116,748	\$148,000	\$158,600	\$165,090	\$182,600

Table 11. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree and Membership Status.

Highest Degree	Valid N	10th	25th	50th	75th	90th
Member:						
Master's	14	\$39,000	\$57,260	\$62,217	\$72,200	\$95,091
DNS, DSN, DNSc; DN	52	\$60,000	\$66,160	\$78,750	\$110,100	\$148,000
EdD (Nursing)	29	\$59,238	\$70,987	\$85,661	\$105,800	\$124,800
EdD	64	\$61,400	\$67,296	\$79,669	\$95,303	\$119,175
PhD	249	\$60,395	\$69,911	\$82,944	\$111,044	\$139,596
Other	7	.	\$68,444	\$78,000	\$124,000	.
Nonmember:						
Master's	6	.	\$45,000	\$47,944	\$48,889	.
DNS, DSN, DNSc; DN	9	.	\$56,222	\$68,932	\$73,333	.
EdD (Nursing)	0	.	.	.	.	.
EdD	13	\$49,744	\$60,000	\$70,699	\$74,985	\$85,000
PhD	32	\$53,500	\$56,077	\$59,442	\$73,529	\$82,176
Other	2	.	.	.	.	.
Total:						
Master's	20	\$39,000	\$47,944	\$57,602	\$65,250	\$87,451
DNS, DSN, DNSc; DN	61	\$59,500	\$64,000	\$76,288	\$96,980	\$147,893
EdD (Nursing)	29	\$59,238	\$70,987	\$85,661	\$105,800	\$124,800
EdD	77	\$59,162	\$67,000	\$76,258	\$93,733	\$112,400
PhD	281	\$57,300	\$67,159	\$80,004	\$105,400	\$133,000
Other	9	.	\$65,460	\$74,556	\$122,931	.

Table 12. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status.

Title	Valid N	10th	25th	50th	75th	90th
Member:						
Dean	210	\$69,624	\$81,250	\$101,019	\$126,013	\$150,000
Chair	128	\$56,687	\$62,099	\$69,712	\$79,750	\$94,000
Director	49	\$56,500	\$62,810	\$70,987	\$79,034	\$90,178
Head	13	\$54,550	\$69,051	\$70,571	\$78,859	\$99,000
Other	15	\$63,473	\$67,039	\$82,635	\$97,778	\$101,550
Nonmember:						
Dean	9	.	\$53,500	\$60,000	\$66,950	.
Chair	37	\$48,278	\$55,031	\$61,111	\$74,058	\$83,204
Director	10	\$41,556	\$45,000	\$64,391	\$75,650	\$80,758
Head	4	.	.	.	.	.
Other	2	.	.	.	.	.
Total:						
Dean	219	\$66,950	\$79,895	\$98,000	\$125,163	\$150,000
Chair	165	\$55,000	\$59,889	\$68,200	\$79,444	\$91,271
Director	59	\$52,556	\$60,000	\$70,965	\$77,796	\$90,177
Head	17	\$54,407	\$61,472	\$70,571	\$78,398	\$99,000
Other	17	\$58,667	\$65,000	\$79,444	\$93,000	\$101,550

Table 13. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status.

Academic Rank	Valid N	10th	25th	50th	75th	90th
Member:						
Professor	293	\$66,171	\$73,000	\$90,178	\$118,000	\$143,785
Associate	93	\$56,222	\$60,000	\$67,610	\$79,811	\$88,986
Assistant	19	\$54,000	\$59,644	\$64,433	\$70,000	\$73,100
No Academic Rank	9	.	\$65,000	\$78,250	\$84,430	.
Nonmember:						
Professor	30	\$55,611	\$59,883	\$68,533	\$75,650	\$84,102
Associate	26	\$41,842	\$48,278	\$58,395	\$68,932	\$80,000
Assistant	5	.	.	.	.	.
No Academic Rank	1	.	.	.	.	.
Total:						
Professor	323	\$63,400	\$71,121	\$87,150	\$115,000	\$140,595
Associate	119	\$52,556	\$58,000	\$66,319	\$79,444	\$88,340
Assistant	24	\$50,600	\$56,226	\$62,392	\$68,706	\$72,200
No Academic Rank	10	\$43,000	\$60,000	\$74,125	\$84,430	\$108,350

Table 14. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status.

Tenure Status	Valid N	10th	25th	50th	75th	90th
Member:						
Tenured	309	\$58,861	\$68,320	\$82,318	\$107,689	\$132,432
Not Tenured	58	\$55,103	\$63,240	\$70,157	\$78,000	\$95,400
No Tenure System	63	\$52,000	\$63,500	\$69,419	\$78,250	\$89,981
Nonmember:						
Tenured	54	\$44,000	\$52,600	\$65,750	\$71,000	\$79,449
Not Tenured	10	\$40,304	\$48,000	\$54,598	\$61,000	\$66,642
No Tenure System	5	.	.	.	.	.
Total:						
Tenured	363	\$55,244	\$65,562	\$78,220	\$102,000	\$125,658
Not Tenured	68	\$53,200	\$58,370	\$68,350	\$77,125	\$95,000
No Tenure System	68	\$50,000	\$60,555	\$68,535	\$76,963	\$89,981

Table 15. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status.

Carnegie Class.	Valid N	10th	25th	50th	75th	90th
Member:						
Master's I	163	\$61,400	\$69,816	\$78,800	\$88,600	\$97,850
Master's II	30	\$53,866	\$62,418	\$67,947	\$76,288	\$84,691
Doctoral I	19	\$95,091	\$98,000	\$105,400	\$113,000	\$133,000
Doctoral II	28	\$70,000	\$82,000	\$96,660	\$117,460	\$131,250
Baccalaureate I	6	.	\$64,801	\$68,982	\$79,444	.
Baccalaureate II	66	\$55,000	\$57,847	\$65,000	\$71,000	\$83,076
Research I	44	\$110,000	\$120,000	\$135,511	\$156,278	\$177,642
Research II	16	\$65,000	\$83,306	\$116,400	\$128,382	\$140,595
Medical School/Ctr.	23	\$109,397	\$119,175	\$129,375	\$148,000	\$163,797
Other Health						
Professions School	15	\$62,700	\$69,776	\$88,856	\$101,550	\$112,861
Nonmember:						
Master's I	30	\$56,690	\$63,556	\$70,697	\$77,922	\$85,249
Master's II	4	.	.	.	.	.
Doctoral I	0	.	.	.	.	.
Doctoral II	0	.	.	.	.	.
Baccalaureate I	1	.	.	.	.	.
Baccalaureate II	24	\$47,056	\$49,317	\$56,222	\$59,944	\$68,932
Research I	0	.	.	.	.	.
Research II	0	.	.	.	.	.
Medical School/Ctr.	0	.	.	.	.	.
Other Health						
Professions School	0	.	.	.	.	.
Total:						
Master's I	193	\$60,000	\$67,610	\$77,000	\$86,365	\$97,115
Master's II	34	\$50,271	\$58,667	\$66,951	\$75,000	\$84,430
Doctoral I	19	\$95,091	\$98,000	\$105,400	\$113,000	\$133,000
Doctoral II	28	\$70,000	\$82,000	\$96,660	\$117,460	\$131,250
Baccalaureate I	7	.	\$55,000	\$67,000	\$79,444	.
Baccalaureate II	90	\$50,122	\$57,000	\$61,835	\$70,000	\$79,947
Research I	44	\$110,000	\$120,000	\$135,511	\$156,278	\$177,642
Research II	16	\$65,000	\$83,306	\$116,400	\$128,382	\$140,595
Medical School/Ctr.	23	\$109,397	\$119,175	\$129,375	\$148,000	\$163,797
Other Health						
Professions School	15	\$62,700	\$69,776	\$88,856	\$101,550	\$112,861

Table 16. Percentile Salaries of Member Chief Executive Officers Continuing in the Same Position for Longer Than Five Years by Title.

TITLE	N	10TH	25TH	50TH	75TH	90TH
Dean	109	\$68,320	\$82,438	\$108,149	\$130,000	\$155,556
Chair, Director, Head, or Coordinator	79	57,356	65,410	71,141	82,629	97,778

Table 17. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978 to 1998.

YEAR	N	10TH	25TH	50TH	75TH	90TH
1978-79	171	\$24,500	\$28,000	\$35,700	\$41,600	\$46,400
1979-80	184	26,300	31,600	38,400	44,500	50,500
1980-81	208	29,200	34,600	40,400	46,900	52,900
1981-82	240	30,100	36,000	42,800	50,500	57,300
1982-83	272	32,100	37,000	44,700	53,000	60,600
1983-84	292	33,500	37,900	45,800	55,000	62,500
1984-85	328	34,600	40,000	47,900	57,900	68,300
1985-86	341	35,700	41,300	49,600	60,200	70,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1987-88	324	39,800	46,000	56,300	70,300	82,900
1988-89	327	40,603	48,000	58,686	72,000	86,491
1989-90	381	42,750	50,000	60,000	76,125	89,740
1990-91	324	45,886	52,500	63,750	81,000	97,900
1991-92	351	48,750	55,000	66,120	83,000	100,000
1992-93	344	50,000	55,798	67,019	85,501	104,000
1993-94	362	51,215	58,036	69,520	90,000	110,000
1994-95	380	51,714	60,511	69,856	92,258	114,672
1995-96	373	53,840	61,938	73,138	95,681	117,265
1996-97	404	55,039	63,665	74,656	98,125	120,000
1997-98	430	56,697	66,000	77,361	100,000	125,000
1998-99	415	59,208	67,594	81,000	107,000	132,727

APPENDIX A
List of Institutions That Provided Deans' Salary
Data for the 1998-1999 Report

NORTH ATLANTIC REGION

CONNECTICUT

Fairfield University
 Quinnipiac College
 Saint Joseph College
 Southern Connecticut State University
 Western Connecticut State University
 Yale University

DELAWARE

Delaware State University
 University of Delaware
 Wilmington College

DISTRICT OF COLUMBIA

Howard University

MAINE

Saint Joseph's College
 University of Maine
 University of Maine-Fort Kent
 University of New England

MASSACHUSETTS

Anna Maria College
 Boston College
 College of Our Lady of the Elms
 Curry College
 Emmanuel College
 Endicott College
 Fitchburg State College
 Framingham State College
 MGH Institute of Health Professions
 Northeastern University
 Regis College
 Salem State College
 Simmons College
 University of Massachusetts at Amherst
 University of Massachusetts at Boston
 University of Massachusetts at Dartmouth
 University of Massachusetts at Lowell
 University of Massachusetts at Worcester
 Worcester State College

NEW HAMPSHIRE

Colby-Sawyer College
 Rivier College
 Saint Anselm College

NEW JERSEY

Bloomfield College
 College of St. Elizabeth

NEW JERSEY, CONTINUED

Fairleigh Dickinson University
 Felician College
 Kean University
 New Jersey City University
 Rowan University
 Rutgers, The State University of New Jersey
 Rutgers, The State University of New Jersey-
 Camden
 Saint Peter's College
 Seton Hall University
 The College of New Jersey
 The Richard Stockton College of New Jersey
 Thomas Edison State College
 University of Medicine & Dentistry of New
 Jersey
 William Paterson University

NEW YORK

Adelphi University
 Binghamton University
 C.W. Post Campus/Long Island University
 College of Mount Saint Vincent
 College of New Rochelle
 College of Staten Island
 Daemen College
 Dominican College of Blauvelt
 Elmira College
 Hartwick College
 Hunter College of the City University of New
 York
 Mercy College
 Molloy College
 Nazareth College of Rochester
 New York Institute of Technology
 New York University
 Niagara University
 Pace University
 Plattsburgh State University of New York
 Regents College
 Roberts Wesleyan College
 State University of New York College at
 Brockport
 State University of New York Health Science
 Center/Brooklyn
 State University of New York Health Science
 Center/Syracuse

NEW YORK, CONTINUED

State University of New York Institute of
Technology at Utica/Rome
State University of New York at New Paltz
State University of New York/Buffalo
State University of New York/Stony Brook
St. John Fisher College
Teachers College, Columbia University
The Sage Colleges
University of Rochester
Wagner College
York College of the City University of New
York

PENNSYLVANIA

Allentown College
Bloomsburg University
California University of Pennsylvania
Carlow College
Cedar Crest College
Eastern College
Edinboro University of Pennsylvania
Holy Family College
Immaculata College
Indiana University of Pennsylvania
Kutztown University
La Salle University
Lycoming College
MCP-Hahnemann University
Mansfield University
Marywood University
Messiah College
Millersville University
Neumann College
Pennsylvania State University
Saint Francis College
Slippery Rock University
Thomas Jefferson University
University of Pennsylvania
University of Pittsburgh
University of Scranton
Waynesburg College
West Chester University
Widener University
Wilkes University
York College of Pennsylvania

MIDWESTERN REGION

ILLINOIS

Aurora University
Bradley University
Concordia-West Suburban College of
Nursing

ILLINOIS, CONTINUED

Culver-Stockton/Blessing-Rieman College of
Nursing
DePaul University
Elmhurst College
Illinois Wesleyan University
Lakeview College of Nursing
MacMurray College
North Park University
Northern Illinois University
Olivet Nazarene University
Rush University
Saint Anthony College of Nursing
Saint Francis Medical Center
Saint Xavier University
Southern Illinois University
Trinity Christian College
Trinity College of Nursing
University of Illinois at Springfield
University of Illinois at Chicago
University of St. Francis

INDIANA

Anderson University
Ball State University
Bethel College of Indiana
Indiana State University
Indiana University
Indiana University East
Indiana University-Kokomo
Indiana University-Purdue
Indiana University-South Bend
Indiana University Southeast
Indiana Wesleyan University
Marian College
Purdue University-Calumet Campus
Purdue University
Saint Mary's College
The University of Indianapolis
University of Evansville
University of Saint Francis
University of Southern Indiana
Valparaiso University

IOWA

Briar Cliff College
Clarke College
Drake University
Grand View College
Luther College
Marycrest International University
Morningside College
Mount Mercy College
University of Iowa

KANSAS

Baker University
 Bethel College of Kansas
 Fort Hays State University
 Kansas Wesleyan University
 MidAmerica Nazarene University
 University of Kansas Medical Center
 Washburn University

MICHIGAN

Ferris State University
 Grand Valley State University
 Hope/Calvin Colleges
 Madonna University
 Michigan State University
 Northern Michigan University
 Oakland University
 Saginaw Valley State University
 University of Detroit Mercy
 University of Michigan
 University of Michigan-Flint
 Wayne State University

MINNESOTA

Augsburg College
 Bemidji State University
 Bethel College
 Metropolitan State University
 Minnesota Intercollegiate Nursing Consortium
 Minnesota State University, Mankato
 The College of St. Catherine
 University of Minnesota
 Winona State University

MISSOURI

Avila College
 Central Methodist College
 Central Missouri State University
 Deaconess College of Nursing
 Graceland College
 Hannibal-LaGrange College
 Jewish Hospital College of Nursing & Allied Health
 Lincoln University
 Maryville University-St. Louis
 Missouri Southern State College
 Missouri Western State College
 Research College of Nursing
 Saint Louis University
 Saint Luke's College
 Southeast Missouri State University
 Southwest Missouri State University
 University of Missouri-Columbia
 University of Missouri-Kansas City
 University of Missouri-St. Louis

MISSOURI, CONTINUED

Webster University
 William Jewell College

NEBRASKA

Creighton University
 University of Nebraska Medical Center

NORTH DAKOTA

Medcenter One College of Nursing
 Minot State University
 Tri-College University
 University of Mary
 University of North Dakota

OHIO

Capital University
 Cedarville College
 Cleveland State University
 Kent State University
 Lourdes College
 Malone College
 Medical College of Ohio
 Miami University
 Mount Carmel College of Nursing
 Ohio University
 The Ohio State University
 University of Akron
 University of Cincinnati
 Ursuline College
 Walsh University
 Xavier University
 Youngstown State University

SOUTH DAKOTA

Huron University
 Mount Marty College
 Presentation College
 South Dakota State University

WISCONSIN

Alverno College
 Bellin College of Nursing
 Cardinal Stritch University
 Carroll-Columbia College of Nursing
 Edgewood College
 Marian College of Fond du Lac
 Marquette University
 University of Wisconsin-Eau Claire
 University of Wisconsin-Green Bay
 University of Wisconsin-Madison
 University of Wisconsin-Milwaukee
 University of Wisconsin-Oshkosh
 Viterbo College

SOUTHERN REGION

ALABAMA

Auburn University
Auburn University at Montgomery
Jacksonville State University
Samford University
The University of Alabama
Troy State University
University of Alabama at Birmingham
University of Alabama in Huntsville
University of North Alabama
University of South Alabama

ARKANSAS

Arkansas State University
Arkansas Tech University
Harding University
Henderson State University
University of Arkansas at Pine Bluff
University of Arkansas for Medical Sciences
University of Arkansas-Fayetteville
University of Arkansas-Monticello
University of Central Arkansas

FLORIDA

Barry University
Bethune-Cookman College
Florida A&M University
Florida Atlantic University
Florida Gulf Coast University
Florida International University
Florida Southern College
Florida State University
Jacksonville University
Lynn University
The University of West Florida
University of Central Florida
University of Florida
University of Miami
University of North Florida
University of South Florida

GEORGIA

Albany State University
Armstrong Atlantic State University
Brenau University
Clayton College & State University
Columbus State University
Georgia Baptist College of Nursing
Georgia College & State University
Georgia Southwestern State University
Kennesaw State University
Medical College of Georgia
North Georgia College & State University
Valdosta State University

KENTUCKY

Berea College
Eastern Kentucky University
Kentucky Wesleyan College
Midway College
Morehead State University
Murray State University
Northern Kentucky University
Spalding University
Thomas More College
University of Kentucky
University of Louisville
Western Kentucky University

LOUISIANA

Dillard University
Grambling State University
Louisiana College
Louisiana State University Medical Center
McNeese State University
Northeast Louisiana University
Northwestern State University
Our Lady of Holy Cross College
Southern University and A&M College

MARYLAND

Salisbury State University
The Johns Hopkins University
Towson University
Uniformed Services University of the Health Sciences
University of Maryland

MISSISSIPPI

Alcorn State University
Delta State University
Mississippi College
University of Mississippi Medical Center
University of Southern Mississippi
William Carey College

NORTH CAROLINA

Barton College
Duke University
East Carolina University
Gardner-Webb University
Lenoir-Rhyne College
North Carolina A&T State University

NORTH CAROLINA, CONTINUED

North Carolina Central University
Queens College
Southeastern North Carolina Nursing Consortium
University of North Carolina-Chapel Hill
University of North Carolina-Charlotte
University of North Carolina-Greensboro
University of North Carolina-Wilmington

OKLAHOMA

Bartlesville Wesleyan College
 Northeastern State University
 Northwestern Oklahoma State University
 Oklahoma City University
 Oral Roberts University
 Southwestern Oklahoma State University
 University of Central Oklahoma
 University of Oklahoma

PUERTO RICO

Universidad Metropolitana

SOUTH CAROLINA

Charleston Southern University
 Clemson University
 Lander University
 Medical University of South Carolina
 University of South Carolina at Aiken
 University of South Carolina-Spartanburg
 University of South Carolina

TENNESSEE

Belmont University
 Carson-Newman College
 Cumberland University
 East Tennessee State University
 Tennessee State University
 Tennessee Technological University
 Union University
 University of Memphis
 University of Tennessee-Chattanooga
 University of Tennessee-Knoxville
 University of Tennessee at Martin
 University of Tennessee-Memphis
 Vanderbilt University

TEXAS

Abilene Intercollegiate School of Nursing
 Baylor University
 Houston Baptist University
 Lamar University
 Prairie View A&M University
 Southwestern Adventist University
 Texas A&M International University
 Texas A&M University-Corpus Christi
 Texas Christian University
 Texas Tech University Health Sciences Center
 Texas Woman's University
 University of Mary Hardin-Baylor
 University of Texas-Arlington
 University of Texas-Austin
 University of Texas at Brownsville-Texas Southmost College
 University of Texas-El Paso
 University of Texas-Galveston

TEXAS, CONTINUED

University of Texas-Pan American
 University of Texas-Tyler
 University of Texas Health Science Center-Houston
 University of Texas Health Science Center-San Antonio
 University of the Incarnate Word

VIRGINIA

Christopher Newport University
 Clinch Valley College
 College of Health Sciences
 George Mason University
 James Madison University
 Liberty University
 Lynchburg College
 Old Dominion University
 Radford University
 University of Virginia
 Virginia Commonwealth University

VIRGIN ISLANDS

University of the Virgin Islands

WEST VIRGINIA

Alderson-Broadus College
 Bluefield State College
 Fairmont State College
 Marshall University
 The College of West Virginia
 University of Charleston
 West Virginia Institute of Technology
 West Virginia University

WESTERN REGION**ALASKA**

University of Alaska Anchorage

ARIZONA

Arizona State University
 Grand Canyon University
 University of Arizona

CALIFORNIA

Azusa Pacific University
 Biola University
 California State University-Bakersfield
 California State University-Chico
 California State University-Hayward
 California State University-Los Angeles
 California State University-Sacramento
 California State University-Stanislaus
 Dominican College of San Rafael
 Holy Names College
 Humboldt State University

CALIFORNIA, CONTINUED

Loma Linda University
Mt. St. Mary's College
National University
Pacific Union College
Samuel Merritt-Saint Mary's
San Diego State University
San Francisco State University
San Jose State University
Sonoma State University
University of California-San Francisco
University of San Diego
University of Southern California
Western University of the Health Sciences

COLORADO

Mesa State College
Metropolitan State College
Regis University
University of Colorado Health Science Center
University of Northern Colorado

HAWAII

Hawaii Pacific University
University of Hawaii at Manoa

IDAHO

Boise State University
Idaho State University

MONTANA

Montana State University

NEW MEXICO

Eastern New Mexico University
New Mexico State University
University of New Mexico

NEVADA

University of Nevada-Las Vegas
University of Nevada-Reno

OREGON

Linfield College
Oregon Health Sciences University
University of Portland
Walla Walla College

UTAH

Brigham Young University
University of Utah
Weber State University
Westminster College

WASHINGTON

Gonzaga University
Intercollegiate Center for Nursing Education
Seattle University
University of Washington

WYOMING

University of Wyoming



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